

Coeur d'Alene School District Differentiated Pay Plan

Rationale: Since the inception of Pay for Performance, the Coeur d'Alene School District has had a group of teachers, building administrators and central administrators meeting to discuss options around the "local measures" for Pay for Performance. This past spring, the conversation morphed into planning for the new Differentiated Pay. Since we were a long way "down the road" of tying this to the state's Star Rating System when the decision was made to suspend accountability and leave Star Ratings static for one year, we found ourselves with the dilemma of starting two years' worth of work anew (during summer months) or continuing our path which acknowledged the importance and value of what the Star Ratings encapsulate. We acknowledge that in choosing to stick with our refined plan, the "incentive" part of Differentiated Pay is compromised; however, we believe our plan is fair and in reality, we are looking for a long-term solution to a complex problem of how to make this meaningful and effective. We do have some measures in our plan other than the state's accountability test (such as IRI); we also discussed adding more. However, with the implementation of the Idaho (Common) Core, our district has done extensive work in making changes to our End of Course Assessments and also our benchmarking. We do not feel that we can include these, as we do not have baseline data for these measures, nor a proven track record of their effectiveness. As we get ready to implement the Idaho Core in a district as large as ours is, we believe that our time is best spent not re-creating our Differentiated Pay plan, but rather using the system that we have attached. Again, we believe that the Plan is fair and an accurate representation of rewarding excellence.

	Total	FTE	Per Share per 1.0 FTE
Certificated Staff:	\$251,290.39	594.79	\$422.49*
Noncertificated Staff:	\$78,214.41	334.19	\$234.04*

Assumptions:

*Figures are draft and will change based on number of employees receiving shares

Overall Star Ratings:

Ratings will be compared from Spring 2012 to Spring 2013

All 5 star schools on State ratings:	1
All 4 star schools on State ratings:	0.75
All 3 star schools on State ratings:	0.5

Maintenance and Growth

Composite scores will be compared from Spring 2012 to Spring 2013

3, 4, and 5 Star Schools that maintain composite score	0.25
OR	
Schools that show growth in composite scores	0.5

Elementary - IRI scores - comparing fall to spring

Scores will be determined from Spring 2014

Schools with all grades meeting State Goal:	1
Schools with all but 1 grade meeting State Goal:	
Goal:	0.75
Schools with all but 2 grades meeting State Goal:	0.5
Schools with only 1 grade meeting State Goal:	0.25

Middle and Secondary Attendance

ADA will be measured with First Reporting Period compared in November 2012 to November 2013

Attendance is 95% or greater	1
Attendance % shows growth	0.5
Attendance % is maintained	0.25